



# Resolve

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*The InterLocal Conflict Resolution Group (ILCRG) is a consortium of government agencies, labor unions, non-profits, and volunteer professionals jointly formed by King County and the King County Labor Council to offer mediation to its members at no cost.*

*This shared neutrals program affords the opportunity for member agencies and unions to draw from a pool of mediators who have no direct relationship to the disputes. As a result, sensitive issues that require confidentiality and neutrality can be mediated by qualified professionals.*

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## ADR Program Restorative Justice Project

By Polly Davis

Since September 2013 ADR staff and volunteers have been involved in a restorative justice pilot project at Garfield High School (GHS) to address the disproportionate impact of suspensions and expulsions on students of color. We wanted to bring you up to date on that work and let you know of some exciting new work at Juvenile Court.

### What is Restorative Justice anyway?



“A process to involve, to the extent possible, those who have a stake in a specific offense and to collectively identify and address harms, needs, and obligations, in order to heal and put things as right as possible” [Howard Zehr, *The Little Book of Restorative Justice*, 2002].

These processes are non-adversarial, voluntary and

provide the opportunity for people who have a dispute to meet in a safe environment so that they can discuss what happened, understand the impact of the incident on each other and work to repair a broken relationship. The major difference between the mediations we get here in the ADR office and those that come through an restorative justice (RJ) angle is that in the RJ mediations an offender/harmer and a victim/impacted have been identified. At Garfield we looked to develop an approach which would be an option to suspension/expulsion.

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## Restorative Justice

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In many school districts in the US restorative justice processes are used to:

- provide a way to effectively address behavioral and complex school issues
- offer alternatives to suspension and expulsion
- be an inclusive approach to addressing harm in an environment which is controlled and supportive
- create caring climates that support healthier communities
- encourage accountability and responsibility through personal reflection in a collaborative environment
- reintegrate the 'harmer' into the community as a valuable, contributing member of society

At GHS we worked with a committee consisting of students, faculty, parents and community members to create a proposal which will provide a framework in terms of training, referrals, options, and peer involvement, it was been approved by the students, teachers and administration and will be implemented in September. We also helped with school wide talking circles which took place on June 3 to provide a forum to discuss froshing/hazing and inclusion. These circles reached 1400 students in 50 language arts classes and teachers are looking at the circle model as a concept to use in their classrooms next year to address emergent issues. We are also in discussions with the school district and researchers from the University of WA regarding data that we can gather from the next round of implementation.

The other aspect of the RJ work is with King County Superior Court with Juvenile Court section. Judge Wesley Saintclair and his staff are looking for more appropriate ways to address some of the youth who come into the juvenile detention system. A number of King County agencies are exploring how RJ can be useful in the Juvenile Justice System. We'll keep you posted about opportunities to be involved with this initiative.

Talk to Polly if you want to learn more.



### KUDOS KORNER

Congratulations to Jennifer Greenlee, our newest Certified Mediator.

Our thanks to Judge Terrence Carroll, Courtney Kaylor, and Alan Alhadeff for agreeing to mediate some complicated land use cases, and to Julia Gold for agreeing to mentor mediators on the Office of Law Enforcement Oversight citizen-deputy cases.

And special appreciation to Volunteer Advisory Committee Members, David Docter, Greg Mowat, and Paula Harris-White for your help with the Volunteer Appreciation Lunch.



## Volunteer Appreciation Lunch

We had a great turnout for the luncheon held on June 23. The ADR Program staff cooked and served a taco bar with 3 different meat and a vegetarian filling, along with all the fixin's. We played an ice-breaker mystery game (Marcella Wilson turned out to be the mystery person) and we presented some awards (see below). Here are some pictures from the fun affair.



Mixing and Mingling



Eating Tacos



Jennifer Greenlee, Super Coach  
Other Super Coach Awards to:  
Judy Stenberg  
Catherine Zimmerman



Henri McClenney, Thinker Award



Moifair Chin, Best Actor in a Role Play



Dustin Frederick receives the Atlas Award,  
and acknowledges Caroline Whalen,  
DES Director, for her support of the program



Tom Melancon, Pinch Hitter Award



## ILCRG 2014 TRAINING CALENDAR

Date	Room(s)	Time	Session
July 16	Chinook Rm.123	8:30 am to 12 noon 1:00 pm to 4:30 pm	CANCELLED (See November 14) CANCELLED (See November 14)
July 22	Selig Building, 300 5th Avenue, First Floor Training Room	8:30 am to 4:30 pm	Restorative Circles
September 3	Chinook Rm.123	8:30 am to 12 noon 1:00 pm to 4:30 pm	Presence and Authenticity Developing Empathy
November 14	Chinook Rm. 123	8:30 am to 12 noon 1:00 pm to 4:30 pm	The Negotiation Phase Writing Durable Agreements

### Restorative Circles Training

July 22, 2014 - 8:30 to 4:30

If you do, or are interested in doing, facilitations for the program, then you might be interested in this free training on "Restorative Circles." Restorative Circles is a great facilitated dialogue process that can be used to work with groups in conflict or groups in need of healing (among other things). The Restorative Circles process that will be taught in this training is a restorative justice practice developed by Dominic Barter in Brazil and is used in a wide range of communities, schools, court systems, and organizations.

The goals of the process include:

- Participants understanding and taking responsibility for the consequences of their actions
- Uncovering and meeting the needs of those who caused harm, those who were harmed, and the larger organization or community
- Engaging in collective action to repair harm, restore relationships, promote healing and prevent future incidents

This Restorative Circles workshop will allow you to explore the Restorative Circle practice for yourself and add it to your tools to use when working with dysfunctional groups or groups in conflict.

**When:** July 22. 8:30am - 4:30pm (lunch on your own).

**Where:** 300 5<sup>th</sup> Ave, Seattle (the Selig Building). First floor training/conference room (Don't go through security. The room is on the left as you enter.)

**How:** To register for this training email [kathleen.nichols@kingcounty.gov](mailto:kathleen.nichols@kingcounty.gov) (Some of you will be getting duplicate e-mails, one from the FEB, and one from the ILCRG. Please just register once.)

**Who:** This training is co-sponsored by the City of Seattle ADR program, the Seattle Federal Executive Board ADR group and the King County ADR program.

About the Trainer:

Andrea Brenneke manages the City of Seattle's newly established Restorative Justice Initiative. She is an attorney with twenty years experience in civil rights and employment law. She also serves as a licensed practitioner with the United Centers for Spiritual Living.